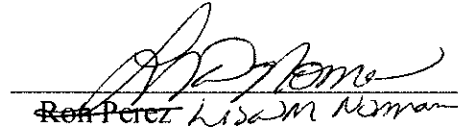


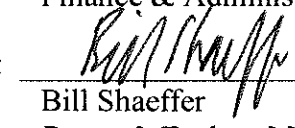
October 4, 2017

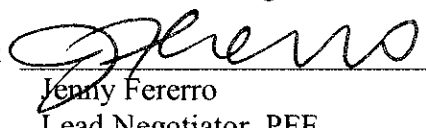
**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN THE PALOMAR COMMUNITY COLLEGE DISTRICT**  
**AND THE PALOMAR FACULTY FEDERATION**

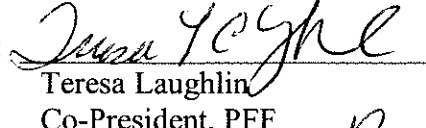
This Memorandum of Understanding ("MOU") is entered by and between the PALOMAR COMMUNITY COLLEGE DISTRICT ("District") and the PALOMAR FACULTY FEDERATION ("PFF") and is with respect to Article 17: Evaluations.

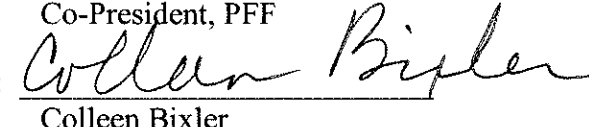
The parties agree that for the third year Tenure and Evaluations Report for Kevin Powers the timelines will be amended due to Mr. Powers being out on Administrative Leave in the Spring 2017 and Fall 2017 semesters. Mr. Powers will be reinstated in the classroom in Spring 2018, thus, Mr. Powers' full evaluation report for the 2017-2018 year will be completed in May 2018 and will be based on the limited student data from Spring 2017 and full evaluation of his performance (in a classroom) for Spring 2018. Fall 2017 will be excluded from consideration during evaluations for the third year report.

Dated: 10/13/2017 By:  ~~Ron Perez~~ Lisa M. Newman Ed.D., J.D.  
Assistant Superintendent/Vice President  
Finance & Administrative Services

Dated: 10/19/2017 By:   
Bill Shaeffer  
Rutan & Tucker, LLP  
District Chief Negotiator

Dated: 10/18/17 By:   
Jenny Fererro  
Lead Negotiator, PFF

Dated: 10/18/2017 By:   
Teresa Laughlin  
Co-President, PFF

Dated: 10/18/17 By:   
Colleen Bixler  
Co-President, PFF